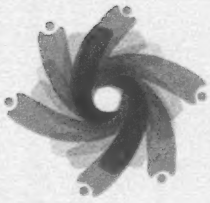
ANNUAL REPORT

2012/13

FIRST PEOPLES' CULTURAL COUNCIL



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NOTE ABOUT LANGUAGE USAGE IN THIS DOCUMENT

For the purposes of this document, "First Nations" is used in reference to registered on- and off-reserve and non-status individuals and organizations original to British Columbia, while "Aboriginal" is used in reference to all Indigenous peoples in Canada, including First Nations, Inuit and Métis. First Peoples' Cultural Council programs, with the exception of the arts program, are developed specifically to support B.C. First Nations communities.

TABLE OF CONTENTS

MESSAGE FROM THE BOARD CHAIR 2

ORGANIZATIONAL OVERVIEW 4

CORPORATE GOVERNANCE 8

REPORT ON PERFORMANCE 11
Performance Management Systems 22
Key Risk and Capacity Issues 23
Key Opportunities and Capacity Issues 25

GOVERNMENT'S LETTER OF EXPECTATIONS 27

FINANCIAL REPORT
Management Discussion and Analysis 28

Appendix 1: List of Grants Recipients 32
Appendix 2: First Peoples' Cultural Institute 39
Appendix 3: Aboriginal Languages in B.C. 40
Appendix 4: First Peoples' Language Map of B.C. 42

AUDITED STATEMENTS 43

MESSAGE FROM THE BOARD CHAIR

To the Minister of Aboriginal Relations and Reconciliation

On behalf of the Board of Directors of the First Peoples' Cultural Council I am pleased to present our *2012/13 Annual Report*.

The First Peoples' Cultural Council (FPCC) was established in 1990 through the *First Peoples' Heritage, Language and Culture Act*, which was designed to foster the growth of the unique Indigenous languages, arts and cultures in British Columbia. FPCC administers funds to support First Nations people in B.C. to preserve their linguistic and cultural heritage for future generations.

We are proud of our achievements in the past year. The communities who receive funding through our language and arts programs are producing measurable results. Our small team of dedicated staff continues to produce excellent products that meet or exceed global standards. And as an organization, we have a solid reputation as the go-to organization for B.C. First Nations arts, language and culture, which continues to attract new partners.

However, this has also been a challenging year at FPCC. We received a funding reduction of $650,000 (or 26% of our total funding) from the Ministry of Aboriginal Relations and Reconciliation (MARR) and the New Relationship Trust (NRT) as both funders have been impacted by low returns on investments. These funds were previously used to support language programs and basic infrastructure needs at the organization. The result has been a discontinuation of the popular Language and Culture Camp program, which we have administered for four years. On a positive note, we received $250,236 in new arts funding from US-based Margaret A. Cargill Foundation.

While we struggle to maintain funding for our basic costs and language programming, our work continues to grow in recognition, both in B.C. and around the world, which in turn increases awareness about the incredible diversity of the province's First Nations languages and cultures. This trend continued in 2012—last fall, we received the Award of Excellence – Cultural Heritage and Diversity category from the provincial Representative for Children and Youth. And in early 2013, FPCC Arts Program Manager Cathi Charles Wherry received a Queen's Diamond Jubilee Medal.

Also in 2012, we embarked on two new partnerships, which will help us reach new and diverse audiences. In June of 2012, we were pleased to announce the launch of the Endangered Languages Project (endangeredlanguages.com), a new web platform that will facilitate language documentation and revitalization globally. Driven by Google's philanthropic arm, this project represents a groundbreaking partnership between linguists, language advocates and Google itself. FPCC will play a key role in the ongoing oversight and outreach of the project.

And on February 21, 2013, we announced a new partnership with the Royal BC Museum to create a exhibition at the museum that will celebrate the value and diversity of B.C.'s First Nations languages. The exhibition, which is an opportunity for British Columbians to learn more about the complexity and beauty of the languages of this land, will launch on February 21, 2014, International Mother Languages Day.

A key goal of our organization is to develop and deliver programs and resources that assist communities in B.C. with their language and cultural revitalization efforts. Each year, we must make difficult decisions about which community programs we can support. In 2012, we funded a total of 52 arts and 65 language projects. Although these numbers came close to meeting our modest targets, it's important to note that we had to turn down more than half of all applicants in both categories due to limited resources. The demand

for programming continues to be strong, and this is especially true in our language programs, where time is of the essence.

Due to a number of successful grant proposals, we were able to exceed our targets in the area of community resource development, where we doubled our target. We published two handbooks—a new guide to assist with language planning and policy and an updated handbook to help artists with grant writing. We produced a number of resources for the Endangered Languages Project, including a brochure, a poster and content for the new website. And the FirstVoices team produced or facilitated the production of 26 language resources in 2012, including three new language archives. We will be revisiting our resource development targets in the next Service Plan.

We also surpassed our goals in two areas related to our growing reputation—the number of communications contacts and web traffic. We aimed to have 3,200 communications contacts, but saw our list of contacts grow to 5,463, which we can attribute to a growing presence on social media. And web visits increased to 576,337 (from a target of 375,000), including 4,454 visits to the First Peoples Arts Map, our latest offering on the web.

The financial position of the organization at year-end is balanced. The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Cultural Council for the year ended March 31, 2012. There were some significant variances from the Service Plan budget. FPCC was successful in attracting new funding for special projects and the Arts Program from Google and the Margaret A. Cargill Foundation. However, the impact of reductions from our key funders, MARR and NRT, impacted operations and decreased language grants to communities by $295,137.

The importance of our work has become more critical than ever as the number of fluent speakers continues to decrease without adequate funding to pass along their knowledge or archive their words. And although the value of our languages and artistic practices to the health and well-being of our communities is clear, it is challenging to measure.

As we move forward through uncertain economic times, we remain committed to working with our partners in communities, government, First Nations leadership, the private sector and elsewhere to draw attention to First Nations languages, culture and the arts. This continues to inspire us to be persistent, innovative and dedicated in all of our work with the resources available to us.

kúkwstum̓ckacw,

Lorna Williams
Chair of the Board of Directors

ACCOUNTABILITY STATEMENT

The 2012/13 First Peoples' Cultural Council Annual Report was prepared by the staff of FPCC under the Board's direction in accordance with the *Budget Transparency and Accountability Act* and B.C. Reporting Principles. The report is consistent with the government's strategic priorities and fiscal plan. The Board is accountable for the contents of the report, including what has been included and how it has been reported. The information presented reflects the actual performance of FPCC for the 12 months ended March 31, 2013 in relation to the 2012/13 – 2014/15 Service Plan, which was published in March 2012. The Board is responsible for ensuring internal controls are in place so that information is measured and reported accurately and in a timely fashion. The report contains estimates and interpretive information that represent the best judgment of management. Any changes in mandate, direction, goals, strategies, measures or targets made since the 2012/13 – 2014/15 Service Plan was released, and any significant limitations in the reliability of data, are identified in the report.

ORGANIZATIONAL OVERVIEW

The First Peoples' Cultural Council has been offering services and programs to support First Nations language, arts and culture revitalization in British Columbia since 1990.

Our role is to monitor the status of First Nations languages, cultures and arts, and to develop strategies that assist communities to recover and sustain their heritage. We serve our stakeholders and partners by providing programs and initiatives for heritage, language, arts and culture revitalization.

We serve 203 B.C. First Nations, 34 languages, 61 language dialects and a number of First Nations arts, culture and educational organizations. A complete list of languages is provided on page 40.

VISION AND MISSION

OUR VISION is one where "B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized and embraced by all citizens of B.C."

OUR MISSION is to provide leadership for the revitalization of First Nations languages, culture and arts in British Columbia.

OUR VALUES

Accountability – The Executive Director, Board and staff are directly accountable to the organization's stakeholders and to First Nations in B.C.

Transparency – Program procedures and decisions are open and transparent.

Results-based – Program delivery is efficient and outcome-based.

Collaboration – Programs are coordinated with other service providers and language groups to maximize benefits.

Integrity – All work is done with an overriding focus on cultural integrity and honesty.

LEGISLATION AND MANDATE

The First Peoples' Cultural Council was created by the provincial government in 1990 to administer the First Peoples' Heritage, Language and Culture program. The enabling legislation is the *First Peoples' Heritage, Language and Culture Act (FPHLC Act)*.
See: www.fpcc.ca/files/PDF/fphlcc-act-2011.pdf

According to the *FPHLC* Act, our legislated mandate is to:

- Protect, revitalize and enhance First Nations' heritage, language, culture and arts.
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities.
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians.

The *FPHLC* Act was amended in 2011 to allow representation from all B.C. First Nation language groups on our Advisory Committee and to meet modern best practices for Crown corporations. For details on amendments to our legislation, please see the Governance section on page 8.

The First Peoples' Cultural Council operates according to a letter of expectations that outlines government's direction. Please see page 27 for information on the *2012/13 Government's Letter of Expectations* and our planned actions to address it.

OUR STAKEHOLDERS

First Nations communities

First Nations artists

First Nations arts and culture organizations

First Nations language champions

First Nations language learners

First Nations schools

First Nations Elders

OUR KEY PARTNERS

Ministry of Aboriginal Relations and Reconciliation (MARR)

New Relationship Trust (NRT)

BC Arts Council

First Peoples' Cultural Foundation

Google

Department of Canadian Heritage (DCH)

Margaret A. Cargill Foundation

Canada Council for the Arts

First Nations Education Steering Committee (FNESC)

First Nations Technology Council (FNTC)

Government of British Columbia

2010 Legacies Now Society

B.C. Caucus of Cultural Centres

Network B.C.

Chief Atahm School

University of Victoria

WHAT WE DO

- Facilitate opportunities for First Nations communities in B.C. to receive funding for language and arts projects
- Advise government on programs and issues related to First Nations languages, arts and culture
- Develop programs and community development resources to encourage the revitalization of First Nations languages, arts and culture
- Facilitate relationship-building opportunities between government and non-governmental entities and First Nations experts
- Offer a network of information and opportunities to First Nations artists and language champions
- Offer advice and assistance to First Nations funding applicants
- Educate and share information with people in B.C. about First Nations languages, arts and culture
- Advocate for B.C. First Nations languages, arts and culture
- Provide training in language revitalization, archiving and immersion programs
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore literacy and fluency in First Nations languages
- Provide professional consulting services related to arts and language revitalization in B.C., Canada and create revenue
- Generate revenue by providing professional consulting services related to art and language revitalization in B.C., Canada and around the world

Language Programs

The B.C. Language Initiative (BCLI)
Supports projects to revitalize B.C. First Nations languages through documentation, immersion programs and material and curriculum development. First Nations communities and organizations are eligible to submit proposals. Note: the First Citizens' Fund (through the Ministry of Aboriginal Relations and Reconciliation) provides a key source of operating/ administrative dollars for FPCC.

Aboriginal Languages Initiative (ALI)
Funds support community and regional projects that maintain, revitalize and promote Aboriginal languages (funded by the Department of Canadian Heritage).

Language Immersion Programs
In 2007, the New Relationship Trust (NRT) and the Ministry of Aboriginal Relations and Reconciliation (MARR) committed to providing three years of annual funding for the development of four pilot language programs to meet priorities identified by First Nations language stakeholders. FPCC committed to funding the immersion projects in a second three-year cycle beginning in 2010/11 in order to build capacity and provide support in a graduated process that has been proven to create fluent speakers. The programs are:

First Nations Language Authorities – Communities that speak the same language or dialects of the same language come together to create long-term language revitalization plans, share resources and serve as the decision-making bodies for their language and dialects.

Pre-School Language Nests – In these childcare environments, children aged 0–5 communicate only in their ancestral language to foster a new generation of fluent speakers. Parents are encouraged to participate and use the language in their homes.

Language and Culture Immersion Camps – Community members host culture and language immersion activities on the land for First Nations families, Elders, youth and children. Camps are based on traditional cultural activities and include multi-generational gatherings and language and culture immersion. Please note: this program is on hold until new funds are identified to reinstate it.

The Master-Apprentice Program – This program pairs a committed language learner (the apprentice) with a fluent speaker (the master) for 300 hours a year of complete language immersion.

Note: All language program participants are selected through a juried peer review committee of B.C. First Nations language experts.

FirstVoices

An internationally recognized online Indigenous language documentation and teaching resource that provides state-of-the-art technologies, training and technical support to community language champions. For information, visit www.firstvoices.com

FirstVoices projects include:

FirstVoices Language Tutor – provides First Nations language students with access to graduated interactive Web-based vocabulary and conversation building exercises. The application keeps track of student progress for both student and teacher.

FirstVoices Language Lab – an iPad-based language-teaching app designed to deliver FirstVoices Language Tutor lesson content via a stand-alone portable language laboratory. No internet access is required for the Language Lab to run.

FirstVoices Mobile Apps – 12 interactive dictionary/ phrase apps for the iPod, iPad and iPhone, with 5 more on the way. The apps contain text, audio, image and video content and are available as free downloads from the iTunes store.

FirstVoices Chat – an Indigenous language texting app for Facebook Chat and Google Talk. The free app for the iPad, iTouch and iPhone is available at the Apple App Store. FirstVoices Chat provides custom keypads capable of texting in over 100 Indigenous languages in Canada, Australia, New Zealand and the USA.

Endangered Languages Project

In 2011, Google.org contacted FPCC to request the organization's participation in a global initiative to create an online collaborative network for language champions around the world. After much consideration, FPCC decided to participate in this opportunity to raise the profile of language revitalization on a worldwide scale and to contribute to language work via information sharing. We became one of four founding partners of the project, and the website at endangeredlanguages.com was launched, with our input, in June 2012.

FPCC continues to guide the development of the site, which contains information on 3,170 Indigenous and other at-risk languages. Now that the site is live, a governance council, comprised of language revitalization experts from around the world, guides its development. FPCC retains key roles, chairing the governance council and leading outreach efforts for the project.

The Aboriginal Arts Development Awards (AADA)

are distributed to projects in four categories:

Individual – supports the creative or professional development of emerging Aboriginal artists working in any artistic discipline

Organization – supports either the capacity development of an arts organization, a specific project that the organization would not be able to undertake otherwise or a combination of both options

Sharing Traditional Arts Across Generations – supports the transmission of traditional artistic practices from one generation to another, often through a mentorship program or other form of training

Aboriginal Arts Administrator and Cultural Manager Internships – helps place an aspiring arts administrator in an internship position with an established organization or in a mentorship program

NOTE: All arts grant recipients are chosen by a juried peer review committee of established artists and arts administrators.

CORPORATE GOVERNANCE

OVERVIEW

The First Peoples' Cultural Council is governed by a Board of Directors comprised of up to 13 members. The work of the Board is further supported by three sub-committees: the Governance Committee, the Finance and Audit Committee and the HR and Compensation Committee. In addition, the Board is supported by a 34-member Advisory Committee, with one representative for each of the First Nations language groups in B.C. Both Board and Advisory Committee members serve a term of two years. Board members can serve a maximum of three terms; there is no limit to the number of terms an Advisory Committee member can serve.

CHANGES TO GOVERNING LEGISLATION AND SELECTION PROCESS

Our governing legislation has recently been amended so that we can include representation from all B.C. First Nations language groups on our Advisory Committee and to meet modern best practices for Crown corporations. As a result, each language group will have a cultural representative to provide advice to the First Peoples' Cultural Council's Board and staff.

Beginning in May 2011, the membership on both the Advisory Committee and the Board of Directors were sought through an open application process, which was developed and managed by the Board's Governance Committee. This new process is a departure from the previous selection process, whereby Advisory Committee members were nominated by B.C. Tribal Councils.

This open application process means that any B.C. First Nations individual, organization or community can nominate someone or apply for membership. The Advisory Committee and Board members will be recommended by the Governance Committee, while the Minister of Aboriginal Relations and Reconciliation will continue to approve all Board appointments.

The First Peoples' Cultural Council complies with the 12 disclosure requirements of the Best Practices Guidelines on Governance and Disclosure published by the Board Resourcing and Development Office. Please see the governance section of our website and download our *Board Policies and Procedures Manual*: www.fpcc.ca/about-us/governance.

GOVERNANCE PRINCIPLES

The First Peoples' Cultural Council follows the B.C. government's guiding principles on corporate governance for Crown agencies. The Government's Letter of Expectations describes mandate, expectations, roles, responsibilities and accountabilities.

Governance policies for the First Peoples' Cultural Council are reviewed annually to ensure that they continue to meet the needs of FPCC and are consistent with the government's guiding principles on Crown agency governance.

KEY ACCOUNTABILITIES

PRINCIPLE	HOW ACHIEVED
Incorporate First Nations cultural values into governance practices	Regularly consult with community stakeholders through Advisory Committee and Board of Directors
Include broad representation of B.C. First Nations language and cultural groups	Invite applicants through an open application process
Provide high-level strategic direction to staff	Board and Advisory Committee work with management on a macro-level
Continue to learn and to integrate latest governance principles	Board is committed to and participates in ongoing training; annual review of the policy manual
Make decisions based on what is best for the First Peoples' Cultural Council	Ongoing assessment of practice as compared to mandate to ensure the organization is on track

The First Peoples' Cultural Council's Board of Directors is accountable to the Minister of Aboriginal Relations and Reconciliation through the organization's annual service plan, annual report and through reporting on its transfer under agreement.

The organization is also accountable to B.C. First Nations and its other funders, including the New Relationship Trust, the Department of Canadian Heritage, the BC Arts Council, the Canada Council for the Arts and the First Nations Technology Council.

ROLE OF THE BOARD OF DIRECTORS

The mandate of the Board is to govern the operations of the organization by setting direction and policy, providing leadership to the First Peoples' Cultural Council and advocating on behalf of members.

2012/13 Board of Directors

Dr. Lorna Williams, *Chair*
Gary Johnston, *Vice-Chair*
Laura Webb, *Secretary / Treasurer*
Dave Stevenson, *Government Representative*
Emma Donnessy
Clifford Atleo
Dr. Bill Cohen
Linda Bristol
Mike Willie
Herbert Morven (until October 2012)
Tamara Davidson (until October 2012)

BOARD OPERATIONS

- The First Peoples' Cultural Council convenes quarterly Board meetings, supplemented by conference calls as needed
- Committees of the Board hold regular meetings by conference call
- Standing committees meet independently and report details back to the Board, with minutes sent to the Board for review
- At the AGM in October, the Board reports to the Advisory Committee and hosts workshops with Advisory Committee members to hear feedback on specific needs, programs and suggestions for improvement. This information guides the Board in setting organizational goals and strategies.

BOARD ACTIVITIES AND RESPONSIBILITIES

- Conducts strategic planning, including the annual service plan
- Undertakes budgetary planning and accepts these budgets by formal resolution
- Modifies and/or adopts plans to meet the routine demands of the First Peoples' Cultural Council
- Assesses and evaluates performance of FPCC through the annual report
- Retains and manages the relationship with the Executive Director
- Records faithfully for the corporate record any minutes of their meetings
- Reports to the Advisory Committee at the Annual General Meeting

BOARD COMMITTEES

The **Governance Committee** conducts all high-level business related to policy development and review of Board policies and administrative policies, but does not have authority for financial policy, which is the responsibility of the Finance and Audit Committee.

It also acts as a membership monitoring group to conduct all business relating to Board membership, monitors Board meeting attendance, reviews the status of Board membership, welcomes new members, issues communications to members and notifies those members whose terms will

CORPORATE GOVERNANCE

be expiring. The Governance Committee will also recommend membership to the Advisory Committee.

Members: Dr. Bill Cohen, Chair; David Stevenson, Mike Willie

The **Finance and Audit Committee** conducts all high-level business related to finance for the Board, such as budget review, audit review and financial policy development.

Members: Laura Webb, Chair; Linda Bristol, Dr. Lorna Williams

The **HR and Compensation Committee** is responsible for hiring and evaluating the performance of the Executive Director, and making recommendations for her remuneration levels.

Members: Cliff Atleo, Chair; Emma Donnessy, Gary Johnston

Detailed descriptions of duties and terms of reference can be found on FPCC's website at: www.fpcc.ca/about-us/governance.

ROLE OF THE ADVISORY COMMITTEE

The Advisory Committee acts as a bridge to First Nations communities and brings community-based ideas and issues to the attention of the First Peoples' Cultural Council. Each member represents one of the 34 active First Nations language groups in B.C. Members meet once a year at the First Peoples' Cultural Council's AGM and may attend additional meetings, subject to available resources.

Advisory Committee members are listed below with the language group they represent.

2012/13 Advisory Committee

Terry Badine, ᓀᐦᐃᔭᐍᐏᐣ (NÊHIYAWÊWIN) (CREE)
Deborah Page, DAKELH (ᑕᐦ)
Shirley Acko, DANE-ZAA (ᑕᓀ ᑲ)
Dennis Porter, DANEZĄGḪ
WILAT Sue Alfred, NEDUT'EN / WET'SUWET'EN
Geraldine Solonas, TSE'KHENE
Wanda Dick, TSILHQOT'IN
Sharon Shadow, TUTCHONE (SOUTHERN)
Kheyawk Louise Parker, ŁINGIT
Marilyn Harry, ÉY7Á7JUUTHEM
Pearl Harris, HUL'Q'UMI'NUM' / HALQ'EMÉYLEM / HƏṈQƏMIṈƏM
Renee Sampson, SENĆOṮEN / MALCHOSEN / LEKWUNGEN/ SEMIAHMOO / T'SOU-KE
Gary Johnston, SḴWX̱WÚ7MESH SNÍCHIM
Martha Aspinall, NŁEʔKEPMXCÍN
Dr. Bill Cohen, NSYILXCƏN
Deanna Leon- Cook, SECWEPEMCTSIN
Dr. Lorna Williams, STÁT'IMCETS
Clyde M. Tallio, NUXALK
Betty Sampson, GITSENIMX̱
Herbert Morven, NISGA'A
Debbie Leighton-Stephens, SḴMALGYAX
Deborah Mack, ĐIITIIDʔAATX
Frances Brown, HAILHZAQVLA
Mike Willie, KWAKWALA
Bernice Touchie, NUUČAAŃUŁ
Gary P. Russ, X̱AAD KIL / X̱AAYDAA KIL (HAIDA)

Open Advisory Committee Positions (by language group):

ANISHNAUBEMOWIN
DENE K'E
TÁŁTĀN
KTUNAXA
SHE SHASHISHALHEM
SKEXS
OOWEKYALA
XENAKSIALAḰALA / XA"ISLAḰALA

SENIOR MANAGEMENT

Tracey Herbert, Executive Director

OFFICE LOCATION

Brentwood Bay, B.C., on the Tsartlip First Nation

REPORT ON PERFORMANCE

NOTES FOR ALL GOALS: Management strives to ensure information is accurate and unbiased by using internal tracking systems and consulting with outside experts. Where possible, using available resources, program evaluations are undertaken.

GOAL 1

To provide programs and resources to support B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages—so that the wealth of B.C. First Nations arts, culture and languages are preserved, accessible, recognized and valued.

STRATEGIES

- Support B.C. First Nations communities to mobilize around the revitalization of their arts, cultures and languages
- Deliver arts, culture and language funding to B.C. First Nations communities and organizations
- Develop and distribute effective community development tools and resources to build community capacity and to help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization
- Use technology to archive all B.C. First Nations languages and create new tools and programming for arts, culture and language revitalization

DISCUSSION OF GOAL AND STRATEGIES

Providing programs and resources to B.C. First Nations to assist them to revitalize their language and culture is an essential part of our mandate. Therefore, this goal, and its accompanying strategies and performance measures are the most basic means of assessing our performance.

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
49	56	50	52	60	60

DISCUSSION

We use the number of arts projects funded as a performance target because it is the most basic way to monitor our support of Aboriginal artists in B.C. With $250,236 of additional funding for the arts department provided to FPCC by the Margaret A. Cargill Foundation, we have increased the targets in this area to 60 projects per year.

REPORT ON PERFORMANCE

1.1 Number of arts projects funded (CONT'D)

This year, we received 103 Aboriginal Arts Development Awards (AADA) applications, requesting a total of $1,217,451. Of the 103 applications, the impartial adjudication committee (made up of established artists in various fields and from diverse regions in B.C.) selected 52 projects to be awarded an AADA. The total amount distributed was $555,000. Here are the specifics:

CATEGORY	# OF APPLICANTS	TOTAL REQUESTED	# OF SUCCESSFUL APPLICANTS	TOTAL AWARDED	FUNDING SOURCE/ PARTNER
Individual Artists	50	$241,296	24	$100,000	BC Arts Council
Sharing Traditional Arts	21	$243,405	12	$130,900	BC Arts Council ($55,900); New Relationship Trust ($75,000)
Organizations	22	$458,720	11	$194,100	BC Arts Council
Arts Administrator Internships	10	$274,030	5	$130,000	BC Arts Council ($60,000); NRT ($70,000)
TOTAL	103	$1,217,451	52	$555,000	

Further information about the successful AADA applications can be found in Appendix 1.
The data for this measure is provided by the arts department's database.

1.2 Number of language/culture projects funded

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
64	78	70	65	55	55

DISCUSSION

As with performance measure 1.1, monitoring the numbers of language/culture projects we fund demonstrates our ability to support language immersion programs in B.C.

However, with annual fluctuations in funding, it has been challenging to come up with solid numbers for this measure. We lowered our target in 2012/13, but were not able to meet it due to reductions in funding from two sources, which resulted in the suspension of the Language and Culture Camp program.

In 2012/13, the total amount awarded to communities through our language program dropped—from $1,774,721 in 2011/12 to $1,512,084.

The specifics of funding for language and culture through our programs can be found on the opposite page.

CATEGORY	# OF APPLICANTS	TOTAL REQUESTED	# OF SUCCESSFUL APPLICANTS	TOTAL AWARDED	FUNDING PARTNER
B.C. Language Initiative	58	$851,156	13	$194,724	MARR ($44,724); NRT ($150,000)
Aboriginal Languages Initiative	52	$2,637,548	16	$720,960	Department of Canadian Heritage
Pre-school Language Nests	Multi-year program	Multi-year program	10	$200,000	First Peoples' Cultural Foundation
Master-Apprentice	Multi-year program	Multi-year program	15	$226,400	MARR ($126,400); NRT ($100,000)
Language Authority and Language Planning	Multi-year program	Multi-year program	11	$170,000	MARR ($70,000); NRT ($100,000)
TOTAL	148		65	$1,512,084	

For more information about the language / culture projects funded, please see Appendix 1.
The data for this measure is provided by the language department's database.

1.3 Percentage of B.C. First Nations languages and dialects archived on FirstVoices

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
5.1%	7.3%	5.3%	8.12%	7.5%	7.6%

DISCUSSION

The percentage of B.C. First Nations languages and dialects archived on FirstVoices is an important indicator of how much is left to do before we can consider the First Nations languages of B.C. completely archived.

To calculate the percentage of B.C. First Nations languages and dialects archived, we multiply the average words in a language's lexicon by the 34 First Nations languages and 61 dialects in B.C. and then compare the number of entries archived at FirstVoices.com to that total.

At the start of 2010/11, when we first started measuring this as a goal, 5.1% of the First Nations languages of B.C. were archived on FirstVoices.com. This represents 45,345 words and 16,829 phrases, out of the 1,220,000 words and phrases that are required to complete the archives[1].

[1] Calculations are based on 20,000 words and phrases, a number generally accepted by linguists to constitute a solid documentation effort. We are currently in discussions about if this number needs to be adjusted based on current realities. The results of these discussions will be reflected in future reports.

REPORT ON PERFORMANCE

According to the 2011/2012 – 2013/14 Service Plan, the targets for 2012/13 and 2013/14 increase by 0.1% per year, a nominal 1,220 entries. This increase reflects the current rate of growth of First Nations language archives at FirstVoices.com with the existing budgetary allocation. The spike in performance in 2011/12 can be explained by $36,000 in funding from the Department of Canadian Heritage (DCH) to undertake the digital conversion of two existing printed dictionaries. As a result, we adjusted our targets accordingly and the new targets are reflected in the latest Service Plan.

The process of language documentation has been impeded by the lack of funding. If FirstVoices were to receive additional funding specifically for this purpose, we could bump the percentages up substantially. The full cost to complete all of the archives is $3,196,317 per year over three years.[2]

The data for this measure is provided by the FirstVoices.com website database.

1.4 New resources to support language and arts projects

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
18	25	16	32	10	10

DISCUSSION

The work First Nations communities are undertaking to revitalize their arts, culture and languages is challenging and complex. And while funding support is critical for the success of these community initiatives, communities also need the guidance of experts and access to information and technologies to support their efforts. Accordingly, and in addition to direct funding, each year the First Peoples' Cultural Council creates and distributes a number of resources that support communities in their revitalization efforts.

We have exceeded our targets in the past three years; however, in the most recent Service Plan, a decision was made to keep the targets for future years relatively low and stable (10 for the next three years) with the idea that with a small staff we could more realistically produce materials at a pace that would not increase dramatically from year to year.

By being creative, we have been able to produce many resources, including handbooks, online maps, language archives and training workshops with relatively small amounts of funding.

With an increase in the number of resources we have been able to produce again this year, we will be revisiting our targets for the next Service Plan.

The Language Program team produced one resource in 2012–2013:

- **Language Authority program**: we created a handbook for the program, a handbook for implementing the program in the workplace, a resource kit and a training tool.

[2] This number is from the FPCC Business Plan, developed in 2009.

The FirstVoices team facilitated/produced these 26 resources over the past year:

- **Language archives**: Community-based teams created three new language archives (EHATTESAHT, NUUCHAHNULTH and NSYILXCƏN); and upgraded five existing archives with new content (BEAVER, GITSENIMX, SECWEPEMCTSIN, UPPER ST'AT'IMC and WUIKINUXV KITASOO NUXALK) (eight resources total).
- **FirstVoices archive training**: Three languages received training on uploading content to their archives: GITSENIMX, HUL'Q'UMI'NUM' and WUIKINUXV KITASOO NUXALK.
- **Language Tutor Lessons**: Language teachers in four communities developed lessons for four their languages (TSIMSHIAN, LILWAT, SECWEPEMCTSIN and NŁEʔKEPMXCIN).
- **Language Tutor lesson upgrades**: The Saanich language team upgraded lessons for the SENĆOŦEN Language Tutor.
- **Language Tutor software upgrades**: The Language Tutor Learning Management System underwent a major upgrade by the developer, which was a huge benefit to FirstVoices at zero cost.
- **Dictionary apps**: We developed apps for eight languages (DITIDAHT, GITSENIMX, LILWAT, NŁEʔKEPMXCIN NSYILXCƏN, SHE SHASHISHALHEM, SECWEPEMCTSIN and HUL'Q'UMI'NUM').
- **New audio lesson set**: This unique pilot project is a set of audio only language lessons for one language (NUUCHAHNULTH), with more to follow in subsequent years.

The Arts Program team produced two resources over the past year:

- An information card was developed, providing more information on the First Peoples Arts Map and Aboriginal Arts Development Awards using the new branding
- An updated *Grant Writing Handbook* was developed and printed

NEW! *The Endangered Languages Project produced these three resources over the past year:*

- A brochure explaining the project in more detail
- A poster to promote the project
- Content for the new website

This data for this measure is provided by the Arts, Language, FirstVoices and Endangered Languages Project department managers.

REPORT ON PERFORMANCE

GOAL 2

To communicate effectively about the work of the First Peoples' Cultural Council to ensure it is seen as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues.

STRATEGIES

- Promote and celebrate First Nations languages, arts and culture in B.C.
- Raise awareness about the current state of B.C. First Nations arts, culture and languages
- Strengthen the organizational brand to improve awareness of the organization and its work with B.C. First Nations

DISCUSSION OF GOAL AND STRATEGIES

The success of FPCC is based on the First Nations communities and individuals who apply for program funding and archive their languages at FirstVoices.com, on the trust and support of funders and First Nations leadership and on all who look to FPCC for information and advice on B.C. for First Nations languages and culture. The measures we have chosen for this goal reflect the importance of being a recognizable and respected organization with an online presence and targeted list of contacts who support our work and who can have an impact on our mandate.

2.1 Re-branding to increase awareness of organization

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
Roll out new identity; complete materials	In progress: roll out new identity; develop tracking tools	Track new materials	Utilize tracking tools to evaluate success of new brand	N/A – discontinue measure	N/A – discontinue measure

DISCUSSION

Our brand launched in May 2012 and included a new website, new name and collateral materials. We have spent the past year communicating about the new brand and tracking is currently in progress, as per the 2011/12 and 2012/13 targets. The tracking is reported elsewhere in this report – please see social media tracking (2.2) and website visits (2.3). This measure will be discontinued in future reports.

2.2 Number of communications contacts

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
3,086	4,749	3,200	5,463	4,100	4,200

DISCUSSION

Our communications list continues to grow. It includes individuals from government, the private sector, First Nations leadership, academics and artists, as well as many from a variety of backgrounds who follow us through social media channels. Our list of communications contacts includes:

- 300 national arts administrators
- 43 FirstVoices administrators
- 4,373 Twitter followers (an increase of 1,928 from last year)[3]
- 542 Facebook Followers (a decrease of 1,482 due to the fact that we were required to start a new page when we changed our name)[4]
- 205 First Nations communities/Bands

TOTAL CONTACTS: 5,463

In 2012/2013, we exceeded our target, thanks to increased activity on social media pages. Although we will need to adjust our future targets in the next Service Plan accordingly, increases to the number of anticipated communications contacts via social media is hard to predict, so we will continue to maintain a gradual increase.

The data for this measure is provided by our communications database and social media reports.

2.3 Website traffic to all FPCC websites

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
368,486 Visits	465,557 Visits	375,000 Visits	576,337 Visits	380,000; 1,500 Downloads	385,000; 1,500 Downloads

DISCUSSION

Monitoring our website traffic is a valuable way to measure our ability to communicate our message. In 2010/2011 we switched from tracking hits to tracking visits, a methodology considered by experts to be a more accurate website measure.

In 2012/13, we launched the First Peoples Arts Map, which is now included in our tracking below.

[3] Accurate as of April 24, 2013
[4] Same as above

REPORT ON PERFORMANCE

In 2012/13, traffic to our websites was as follows:

Website Visits (tracking system)
FirstVoices.com: 366,011 (FW)
FirstVoices Kids: 64,152 (FW)
FirstVoices Language Tutor – Learner Website: 15,930 (FW)
FirstVoices Language Tutor – Builder Website: 4,042 (FW)
Fphlcc.ca (FPCC main website): 10,637 (GA)[5]
Fpcc.ca (FPCC main website): 25,793 (GA)
Maps.fphlcc.ca (Language Map): 81,480 (GA)
Fpcf.ca (Foundation website): 3,838 (GA)
First Peoples Arts Map: 4,454

TOTAL VISITS: 576,337

FW = Funnel Web Analyzer GA = Google Analytics

The total number of visits exceeds the target number by more than 200,000. We attribute this increase to the growing recognition of our organization and the work that is being done for First Nations languages, arts and cultures.

We included two new websites this year: the First Peoples' Cultural Foundation and the First Peoples Arts Map (which launched in March 2012).

When examining the traffic to our individual sites, all but the FPCC main website experienced substantial increases in visits in 2012/13.

In addition to the number of visits to FPCC websites, 7,170 language apps for the iPod Touch, iPhone and iPad were downloaded between April 1, 2012 and March 31, 2013, which is more than double what was downloaded the previous year. We will revisit our targets for downloads in next year's service plan.

Data for this measure is provided through Google Analytics and Funnel Web Analyzer.

[5] It is important to note that the fphlcc.ca web site transitioned to fpcc.ca partway through the year when the organization rebranded. The total to both sites is: 36,430.

GOAL 3

To be a well-run, model organization that is respected by stakeholders and viewed as a good investment by potential funders.

STRATEGIES

- Develop and maintain good working relationships with our community partners, government funders and First Nations leadership
- Continue to develop the First Peoples' Cultural Council as a strategic, responsive, results based organization and provide a supportive working environment that promotes innovation and results
- Attract and keep the best staff
- Ensure governance follows best standards and practices
- Maximize use of limited resources
- Attract investment to the organization from provincial government ministries, the federal government and private sector partners
- Be seen as the best organization to create and run a First Peoples' Cultural Institute[6]

DISCUSSION OF GOAL AND STRATEGIES

With this goal and its accompanying performance measures, we will focus on continuing to build on our reputation as an organization that is run in a fiscally responsible manner with a high level of engagement by staff and respect from communities.

DESCRIPTION AND RATIONALE FOR PERFORMANCE MEASURE AND TARGETS

In addition to changing Goal 3 in the 2011/12 – 2013/14 Service Plan, we also added a performance measure called "percentage of employees who report they are engaged or highly engaged." Since a satisfied staff is vital to a well-run, respected organization, we will survey our staff annually to rate their overall engagement with the work they are doing and report it in our annual reports. This is the second year of the survey.

[6] See page 39 for more information on the First Peoples' Cultural Institute

REPORT ON PERFORMANCE

3.1 Number of new opportunities to leverage funding[7]

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
4	3	4	3	Measure discontinued; changed to: Revenue from ongoing and new sources	Measure discontinued

DISCUSSION

In order to achieve our mandate, we must identify every possible opportunity to leverage funding to expand programs, create new ones and hire staff.

Despite a reduction in funding, we exceeded our target by one with $284,236 in new funding in three areas:

- $30,000 from the First Nations Technology Council for the FirstVoices Chat App
- $4,000 from the Canada Council for the Arts in a "Flying Eagle Grant" to support the delivery of community outreach sessions
- $250,236 (multi-year project) from the Margaret A. Cargill Foundation to increase our capacity to provide support and services to Aboriginal and First Nations artists and organizations

3.2 Number of cost-sharing opportunities with partners[8]

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
6	3	3	4	Measure discontinued; changed to: Revenue from ongoing and new sources	Measure discontinued

DISCUSSION

The opportunities measured here are new and ongoing funding opportunities that are provided to FPCC by our partners, many of which are cost shared. Our capacity to work with our partners to make projects happen is a good measure of the effectiveness of our operations.

[7] Includes offering matching funds
[8] Includes putting on joint events

We exceeded the target in 2012/13 by one with five new cost-sharing opportunities totaling $123,605:

- $10,000 grant from the RBC Foundation, supporting the "Giving Back the Name with Respect" project, which provided mentoring for emerging Aboriginal filmmakers, who documented a historic ceremony for the Haida Gwaii First Nation
- $2,540 from Fort Good Hope in the Northwest Territories for FirstVoices access
- $73,971 for the Endangered Languages project (multi-year project)
- $37,094 from the New Relationship Trust for a joint policy initiative

3.3 Percentage of employees who say they are engaged or highly engaged

PAST PERFORMANCE		2012/13 PERFORMANCE		FUTURE PERFORMANCE	
2010/11	2011/12	TARGET	ACTUAL	2013/14	2014/15
n/a	77%	79%	78%	83%	85%

DISCUSSION

Attracting and keeping engaged and motivated employees is essential to a well run and respected organization. We outlined our intention to conduct a staff survey annually, in our 2011/12 – 2013/14 Service Plan. We reported on this measure for the first time in 2011/12.

The data for this measure is gathered through an anonymous online survey. The survey is quite detailed, with 27 questions. In 2012/13, staff participation was 100%.

In consultation with our human resources consultant, we made a decision this year to focus our reporting on eight questions, which are based on eight key indicators used by the Conference Board of Canada as a barometer of employee engagement. We will continue to report on these questions as we move forward and use the remaining 19 for our own internal planning.

PERFORMANCE MANAGEMENT SYSTEMS

FORMAL PROGRAM REVIEWS

Formal reviews are conducted by independent experts, using data collected from program applicants, needs assessments, focus groups, individual applicant interviews and peer review committee recommendations and interviews.

FEEDBACK FROM PEER REVIEW COMMITTEES

Peer review committees are convened to make decisions regarding funding of projects. These committees of community and language experts also provide annual recommendations regarding programs, delivery materials, criteria, etc.

ADVISORY COMMITTEE FEEDBACK

Advisory Committee members provide feedback on the administration and delivery of our programs in their territories. They also advise the Board on policy development.

COLLECTION AND ANALYSIS OF STATISTICS ON CLIENT USE OF SERVICES

The First Peoples' Cultural Council collects statistics and analyzes feedback to evaluate usage and effectiveness of its programming and communications tools. These include statistics on funding applications, website visits, media hits, document downloads and feedback from arts outreach workshops. Also available is an online "language needs assessment" that tracks speakers and identifies community resources that can assist with language revitalization.

ANNUAL PERFORMANCE REVIEWS

The Board reports to the Advisory Committee at the Annual General Meeting and gathers feedback. Management and staff undergo an annual formal review process and there is also an annual Board evaluation process.

BENCHMARKING

The First Peoples' Cultural Council has no identical organizations with which to compare itself. The most comparable is likely the Woodland Cultural Centre, located in Brantford, Ontario, which has a similar mandate and serves the same number of First Nations, but has just six languages to protect, as compared to the 34 languages and 61 dialects in B.C. served by FPCC.

In 2009/10, we determined the history, mandate and programs run by the Centre and in 2010/11, we were able to find out that the Woodland Cultural Centre has 12 full-time staff, which is similar to the number employed by FPCC.

The majority of the Centre's funding comes from the federal level through the Department of Indian and Northern Affairs. This is in contrast to FPCC, which is funded largely at the provincial level by government and First Nations.

In terms of governance, the Centre has three reps (a band councilor and community representatives) from each of three communities for a total of nine reps: the Wahta Mohawks, Six Nations of the Grand River and the Mohawks of the Bay of Quinte. FPCC, by comparison, has representation on our Advisory Committee from all 34 First Nation languages in B.C.

KEY RISK AND CAPACITY ISSUES

RISK	EFFECT ON RESULTS	ACTION TO MITIGATE	CAPACITY TO MEET OBJECTIVE?
Extremely limited window of opportunity for effective action due to declining numbers of First Nations language speakers and cultural experts	The language report we released in 2010 shows that if significant action is not taken, many of the First Nations languages of B.C. will be extinct within the next few years.	We are taking a multi-pronged approach to language loss, including: • Working with partners to maximize resources • Delivering funding for language immersion programs to communities • Developing and administering FirstVoices, an online language archiving tool	FPCC has been creative and innovative in maximizing limited resources, but based on current levels of funding, will not be able to stabilize many of B.C.'s languages.
Quantity and diversity of First Nations languages and cultures in B.C.	B.C. has 34 distinct languages and 61 dialects as well as thousands of distinct cultural practices and traditional art forms. The sheer diversity of languages and cultures means that targeted resources are required in each language for the work to truly make an impact.	A key priority for FPCC is to seek additional resources and to maximize the use of existing resources, including sharing technological innovations across multiple communities. We support language authorities, which are entities that unite language communities divided by geography or political boundaries to ensure that each language family has a single, committed strategy and can share resources effectively.	Our capacity to meet our objectives in this area has been significantly impacted by reductions in funding. Although we are maximizing the funding we are receiving, much more is needed in order to get the work done and meet our mandate.

RISK	EFFECT ON RESULTS	ACTION TO MITIGATE	CAPACITY TO MEET OBJECTIVE?
Limited resources are made available for First Nations languages, arts and cultures, as they are competing with other critical issues and may not be considered high priority by policy makers and some community leaders	FPCC and the communities have accomplished a great deal despite limited investments and funding sources available. However, First Nations languages, arts and cultures are still at great risk and we continue to compete with a variety of other organizations and interests, some of which have more staff and internal resources to dedicate to fundraising.	FPCC and its stakeholders are working together to educate and influence policy makers and decision makers that investment in First Nations languages, arts and cultures will strengthen governance, wellness, identity, and education outcomes.	In 2009, we completed a business plan, which outlines the level of funding required to meet our mandate in language immersion and archiving, and arts, cultural and heritage programming. Despite reductions in funding in 2012/13, growing international attention has been highlighting the importance of increasing our capacity to complete the work.
New and ongoing funding targeted to First Nations arts, languages and cultures is not being targeted in a coordinated manner to ensure maximum effectiveness	Critical resources are being used to create new infrastructure and programs instead of supporting existing infrastructure and programs. Some funding is also being spent in areas such as "awareness" of First Nations languages instead of on critical immersion and archiving activities.	FPCC completed a language policy document encouraging decision-makers to work together in a coordinated way.	FPCC will be participating on a province-wide language roundtable and is encouraging more community based investment and partnerships with other organizations investing in languages.

KEY OPPORTUNITIES AND CAPACITY ISSUES

OPPORTUNITY	EFFECT ON RESULTS	ACTION TO MITIGATE	CAPACITY TO MEET OBJECTIVE?
To diversify funders and access foundations and private sector resources	Additional investment in our work by a broader and more diverse funder base would mean more communities could have successful language revitalization and cultural program outcomes. In addition, a more diverse support network would reduce the risk to our programs. An investigation of philanthropy trends in Canada indicates there is a perception that First Nations in Canada are the responsibility of government. In order to encourage funding from other sources, we need to educate potential funders about the issues faced by First Nations.	Individuals in the larger community are interested in First Nations arts, culture and language, and genuinely care about their survival. FPCC will continue to work with the First Peoples' Cultural Foundation to build relationships with organizations and private sector donors that will lead to increased levels of funding.	Our capacity to raise funds through the private sector has so far been limited as we currently have very few resources to invest in fund development. We are working with a part-time professional fundraiser. FPCC staff and the Board are contributing to fundraising plans.
Use of technology for recording and preserving cultural and language knowledge	Technology is an efficient way to meet the needs of individuals and communities across the province. More youth and First Nations across B.C. have access to their languages via technology.	We are continuing to expand FirstVoices to make it even more robust. FirstVoices Language Tutor has given communities the chance to build state-of-the-art online language lessons, and we recently launched a FirstVoices language app for the iPhone, iPad and iPod touch.	We have been able to attract funding for research and development for technology and tools. However, the important work of content development (archiving words and phrases) continues to be limited by a lack of direct funding to support it.

OPPORTUNITY	EFFECT ON RESULTS	ACTION TO MITIGATE	CAPACITY TO MEET OBJECTIVE?
Unanimous support from B.C. First Nations leadership	The important partnerships that have been developed with First Nations at all levels mean that programs are aligned with the needs of communities.	B.C. leadership organizations have adopted resolutions of support endorsing FPCC as the go-to organization for First Nations arts, language and culture revitalization in B.C. FPCC will continue to work with First Nations leadership to draft and implement viable solutions to the critical issues of language and cultural loss in our communities.	We have developed good relationships and communication with First Nations leadership and receive invitations to participate on a regular basis. They have written general letters of support for our organization and specific letters in response to the funding reduction.
Employment and capacity building for First Nations cultural sector	FPCC has been able to tap into talent in communities and develop its own experts in cultural revitalization. Our programs provide quality training contributing to the competency and skill development in our partner communities. As well, there is a reciprocal benefit to FPCC's employees who learn best practices from the communities.	We provide funding to communities and train individuals to work in a volunteer-capacity in the areas of language and culture. There is a real opportunity for these cultural leaders to transition into full-time employment in support of culture and language in their communities, thereby combining economic and cultural benefits.	We offer good quality training through the Master-Apprentice and Language Nest programs, and FirstVoices. We are currently researching the possible benefits of transitioning our training to accredited courses. Our materials and resources are already being used in courses at universities in B.C., Alberta, Michigan, Australia and China.

GOVERNMENT'S LETTER OF EXPECTATIONS

The Government's Letter of Expectations is an agreement between the First Peoples' Cultural Council and the Government of British Columbia. It defines the roles and responsibilities of each, and includes high-level performance expectations, public policy issues and strategic priorities. It is reviewed and updated cooperatively once per year by FPCC and the Government of British Columbia.

STRATEGIC THEME	SPECIFIC GOVERNMENT DIRECTION	KEY ACTIONS OF THE FIRST PEOPLES' CULTURAL COUNCIL
Good Governance	Continue to monitor and review the implementation of regulations developed under the *First Peoples' Heritage, Language and Culture Act* (RSBC 2010) and the revised policy manual guidelines to assess level of compliance with the Board Resourcing and Development Office Best Practices Guidelines, as well as monitor and review the guidelines to ensure they meet these objectives: 1. Representation from all B.C. First Nations language groups on its Advisory Committee 2. Ability to adapt to governance changes as they occur in First Nations communities 3. Enhancing FPCC's credibility among First Nations, with governments, funders and other partners. Complete by March 31, 2014.	In 2011/12, we implemented the amendments to the Act and the new appointment process via open call for the Advisory Committee and Board. The Board has been conducting strategic planning for the organization and reviewing the business plan. Two new members, recruited in 2012/13, bring unique skills to the Board.
Creating Awareness	Continue to organize and implement successful events and media releases that celebrate and raise public awareness about B.C. First Nations arts, culture and languages.	Over the past year, we have sent out a number of press releases announcing new products either developed by FPCC or by our funding recipients. Key announcements: FPCC name change, FirstVoices Chat App, FPCC collaboration with Google, new funding from Margaret A. Cargill Foundation, new project with the Royal BC Museum.
Interaction with B.C. Government	Meet with staff at the Ministry of Aboriginal Relations and Reconciliation on a quarterly basis to review the achievement of the goals, objectives, performance and financial targets, and risk assessments identified in the FPCC Service Plan and specific accountabilities in the Government's Letter of Expectations.	We continue to utilize strategic level meetings to exchange information relevant to the successful implementation of FPCC's mandate.
Obligations to B.C. Government	Fulfill obligations set out under the 2013–2014 Service Level Agreement between the government and FPCC.	We have continued to meet our obligations through reporting mechanisms such as the service plan and annual report.
Comply with Crown Requirements	Comply with government requirement for Crown corporations to be carbon neutral by 2010.	We have been recording activities to reduce our GHG emissions in the SmartTOOL and in carbon neutral action reports, most recently in March, 2013.

MANAGEMENT DISCUSSION & ANALYSIS

This discussion and analysis of the financial results from operations and financial position for the year ended March 31, 2013 should be read in conjunction with the audited financial statements and accompanying notes. Management has included some forward-looking statements, which we believe to be reasonable, based on information currently available, but these statements are subject to risks and uncertainties that may cause actual results to differ from those forward-looking statements.

The Service Plan budget is a forecast approved by the Minister of Aboriginal Relations and Reconciliation. The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Cultural Council for the year ended March 31, 2013.

FPCC closed the year ended March 31, 2013 with a balanced budget on expenditures of $3,708 million. Table 1 provides a summary of operating results for the year (fiscal 2013) along with historical and forward looking information. The forecast figures for 2014 through 2016 reflect the currently approved Service Plan for FPCC.

Service Plan Budget Forecast Versus Actuals

There were a few budget categories with variances from the service plan budget and the actuals. The commentary will only discuss those variances that are over 1% of the total gross budget for 2012/13. Due to the nature of how revenues flow into the organization, there are often updates to the approved Service Plan budget. Unlike other government departments with fixed budgets, FPCC acts as a non-profit and applies for funding by writing proposals throughout the fiscal year.

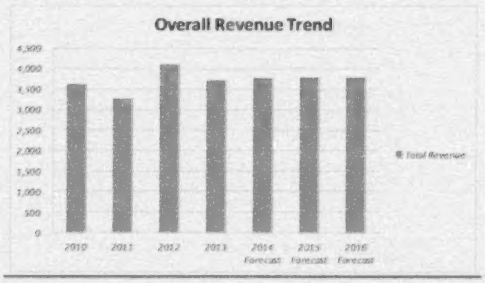


Chart 1 – Overall Revenue Trend indicates a slight upward trajectory which is due to increased funding (actual and projected) from non-government sources.

2012/13 vs. Actual Comparison

This section is a comparison of actual results for 2012/13. Below we describe any variances over one percent of the 2012/13 gross budget. There were some very large variances from the previous year due to the flow of funding to FPCC. The expenditure variances include a large increase in grants, due to the increase in funding from non-governmental organizations.

Capital Expenditures

There were no significant capital expenditures for fiscal 2013 and additions consisted primarily of computer equipment replaced during the year.

Net Assets and Liquidity

Cash balances at March 31, 2013 amounted to $673,000, an increase of $381,000 from the previous year.

SUMMARY FINANCIAL INFORMATION

	2010	2011	2012	2013	Service Plan	Budget	Year	2014	2015	2016
	Actual	Actual	Actual	Actual	Budget	Variance	Variance	Forecast	Forecast	Forecast
Revenues										
Ministry of Aboriginal Relations & Reconciliation	1,451	1,476	1,451	1,051	1,051	0	(400)	1,051	1,051	1,051
New Relationship Trust	1,055	1,000	1,000	797	750	47	(203)	750	750	750
BC Arts Council	450	123	480	505	480	25	25	480	480	480
Other Provincial Ministries	14	0	0	0	0	0	0	0	0	0
Grants from Federal Ministries	236	43	852	811	852	(41)	(41)	834	834	834
Grants from Non-Governmental Organizations	264	496	237	714	100	614	477	400	270	450
Interest and Other	23	63	38	99	98	1	61	139	162	159
Deferred Revenue	0	0	(7)	(323)	0	(323)	(316)	50	178	0
Office Overhead Recoveries	117	54	47	54	47	7	7	59	57	59
Total revenue	3,610	3,255	4,098	3,708	3,378	330	(390)	3,763	3,782	3,783
Expenditures										
Grants	1,970	1,786	2,536	2,274	1,984	(290)	(263)	2,389	2,389	2,389
Salaries and Benefits	813	890	941	795	800	5	(146)	804	824	824
Community Resources, R & D and Jury Costs	160	86	109	112	164	52	3	97	97	97
Purchased Services	198	125	37	72	17	(55)	35	37	37	37
Professional Fees	22	28	106	62	98	36	(44)	113	113	113
Facilities - Rent, Heating and Maintenance	59	64	58	57	57	0	(1)	57	57	57
Office Overhead and Operating Costs	256	186	210	258	167	(91)	48	183	182	183
Amortization of Capital Assets	53	48	38	39	40	1	1	40	40	40
Board and Advisory	79	42	63	39	51	12	(24)	43	43	43
Total Expenses	3,610	3,255	4,098	3,708	3,378	(330)	(391)	3,763	3,782	3,783
Excess (Deficiency) of Revenue over Expenses	0	0	0	0	0	660	1	0	0	0
Capital Expenditure	0.00	0.00	15	15	15	15	15	15	15	15
Staffing (Actual and Budgeted FTE)	9	9	9	10	10	10	10	10	10	10
Total Debt	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Closing Net Assets	384	384	384	384	384			384	384	384

MAJOR PISKS AND OPPORTUNITIES THAT AFFECTED FINANCIAL PERFORMANCE, THEIR IMPACT ON FINANCIAL RESULTS AND HOW THE IMPACT WAS MANAGED OR MITIGATED

Revenue Reductions

FPCC's partners and many funders have been affected by the economic recovery. As a result, the availability of grant funding has been reduced considerably and FPCC's ability to access funding is limited and unpredictable. Two key funders have been impacted by low returns on their investments, resulting in a 26% percent reduction in funding for 2012/13; however, we successfully mitigated this reduction by gaining new funding from non-governmental organizations, which resulted in a net reduction of 10%. Diversifying funding sources continues to be a key goal for FPCC in the coming years.

Internal Organizational Capacity

Reporting requirements continue to be a challenge for a small organization with a modest budget to manage programs and accountabilities. The issue is difficult to mitigate as many funding partners invest in FPCC programs but do not contribute funds to support the administrative capacity of the organization. The reporting requirement pressures can be mitigated by using technology for data collection and analysis. FPCC is researching possible partners for the development of a database.

Talent Loss

The decrease in revenue impacts staff retention and recruitment. Key staff are retiring with specialized skills that will be difficult to replace, creating a gap in our capacity. Although FPCC's unique programming and cutting-edge initatives are attractive to potential employees, FPCC's ability to compete for specialized talent is challenged by decreasing revenue and the organization is concerned about offering stable employment.

Increasing Demand for Community-based Funding

Since the release of the *2010 Report on the Status of B.C. First Nations Languages*, First Nations communities are becoming more aware of the critical state of B.C.'s First Nations traditionally based arts and languages. Community language champions and artists are rallying to make the transmission of cultural knowledge accessible. FPCC must increase its community-based resources significantly to ensure all language groups and traditional art forms are being supported across the province or they will be extinct in a few years. B.C. has already lost eight languages, and the other 34 are either severely endangered or nearly extinct.

The lack of coordination of language funding continues to be a key issue as new funds become available and are distributed by other organizations that do not have the same goals as FPCC. FPCC has been recognized by the Government of B.C., the Government of Canada, B.C. First Nations, international organizations and language champions as an innovator and world leader in language and arts reclamation. FPCC will continue to work with other organizations to ensure coordination on decisions regarding funding for language and culture.

Use of Technology

With our partners, we are investing in new tools and technology to support First Nations to document and teach their languages. We are making these tools available to as many First Nations communities as possible. These tools connect the younger generations with their First Nations languages and include the online FirstVoices Language Tutor, and applications for the iPhone, iPad and iPod touch. FPCC apps have been a great investment and are connecting the younger generations to their languages and our organization.

OVERVIEW OF THE INTERNAL AND EXTERNAL BUSINESS AND POLICY ENVIRONMENT AFFECTING FINANCIAL OPERATIONS OVER THE PAST YEAR

FPCC staff have been involved in international projects with the Canadian International Development Agency (CIDA) to assist with language policy development projects in China. The revenue generated has assisted FPCC to maintain its staff and operations in 2012/13. On a go-forward basis, however, FPCC will not be participating in any additional CIDA projects in China due to a change in CIDA policy. This lack of additional revenue will impact our operations in 2013/14.

A key funder, the New Relationship Trust, requires FPCC to leverage additional funds, which has been both a challenge and an opportunity.

MANAGEMENT PERSPECTIVE ON FUTURE FINANCIAL OUTLOOK COVERING AT LEAST THE THREE-YEAR PERIOD LISTED IN THE SERVICE PLAN

See Summary of Financial Results for our best funding estimates for the next three years.

Funding from the Department of Canadian Heritage (DCH) for the Aboriginal Languages Initiative is making a big difference in B.C. communities. This significant investment in community-based language revitalization efforts has positively impacted the capacity and language revitalization results in B.C First Nations communities. FPCC has a proposal in the process of approval to deliver the funding in 2013/2014. We are confident the program will continue.

FPCC and its partners must make headway in finding more resources for grants for communities to do the urgent and valuable work. As noted, there was a reduction in funding from our two key partners in 2012/13, which we continue to mitigate. The outlook is not positive for the organization, our community partners or B.C. First Nations languages if FPCC does not provide opportunities for investment in arts and language reclamation work while there are still living knowledge keepers. FPCC's plan to diversify funders was reasonably successful in 2012; however FPCC needs to attract more investors.

In the coming years, FPCC is stepping up its external communications and opportunities for educating decision-makers about the positive impact of language and cultural revitalization and its inclusion in all areas, including land management, fisheries, health, education, governance, business and treaty making. First Nations languages and cultures are what make First Nations peoples unique to this land and inform the Indigenous decision-making that is essential to our future.

FPCC's Board has met to review the organization's business plan and other planning documents. The Board has directed staff to update the plan and use it to pursue further investment from all of our partners. FPCC will continue to work with the Ministry of Aboriginal Relations and Reconciliation to make a case for additional resources for B.C. First Nations languages from provincial ministries, the federal government and other funders.

Chart 2 – Breaks down expenditures by function for 2011/12 and 2012/13. Language program spending decreased to 48% in 2012/13 from 53% in 2011/12. FirstVoices decreased to 11% in 2012/13 from 12% in 2011/12, while Arts increased to 20% in 2012/13 from 17% in 2011/12. Operational costs are always an area that FPCC wants to minimize, 2012/13 saw an increase to 21% of overall spending from 18% in 2011/12. This was mainly due to a few special projects that were grouped with the operations area. When they are removed, the operations percentage remains at 18% for the current fiscal year.

Appendix 1

LIST OF GRANT RECIPIENTS

LANGUAGE PROGRAM

Pre-School Language Nests

Chief Atahm School / Adams Lake Band	$20,000.00
Stz'uminus First Nation	$20,000.00
Qaquaailas Day Care Centre	$20,000.00
Seabird Island Band	$20,000.00
Nunwakola Cultural Society	$20,000.00
Okanagan Indian Band	$20,000.00
Tl'etinqox-T'in Government, Health Services	$20,000.00
Xeni Gwetin First Nation	$20,000.00
Lower Nicola Band	$20,000.00
Gitwangak Education Society	$20,000.00
TOTAL	$200,000.00

Master-Apprentice Teams

Gitxsanimx	$25,440.46
Nisga'a	$25,440.46
Nsyilxcen	$25,440.46
Éy7á7juuthem	$15,693.34
Haisla	$15,693.34
Nle?kepmxcin	$15,693.34
Nuu-chah-nulth (Hesquiaht)	$15,693.34
Tahltan	$15,693.34
Ts'ekhene	$15,693.34
Wet'suwet'en	$15,693.34
Kwak'wala	$13,251.70
Nisga'a	$ 7,846.67
She shashishalhem	$ 7,846.67
Secwepemctsin	$ 6,693.34
Tsilhqot'in	$ 3,795.52
Nsyilxcen	$ 791.38
TOTAL	$226,400.00

Language Authorities

Iskut Band Council / Tahltan Central Council	$17,454.53
Tseshaht First Nation	$17,454.53
Nicola Tribal Association	$16,954.53
Tsilqot'in Nation Government	$16,954.53
WSÁNEĆ Indian School Board	$16,954.54
Xaad Kihlgaa HI Suu.u Society	$16,954.54
Coqualeetza Cultural Education Centre	$13,454.54
En'owkin Centre	$13,454.54
Secwepemc Cultural Education Society	$13,454.64
Treaty 8 Tribal Association	$13,454.54
Upper St'at'imc Language, Culture and Education Society	$13,454.54
TOTAL	$170,000

Funding Partners:
First Peoples' Cultural Foundation $200,000.00
Ministry of Aboriginal Relations and Reconciliation $196,400.00
New Relationship Trust $200,000.00

FirstVoices Archive	
Nuu-chah-nulth	$25,000.00
Ehattesaht	$11,000.00
NSYILXCƏN	$25,000.00

FirstVoices Archive Upgrades	
Beaver	$11,000.00
GITSENIMX̱	$15,000.00
Upper St'at'imc	$11,000.00
Secwepemctsin (inlcuded upgrades to FirstVoices Tutor)	$11,000.00
Wuikinuxv Kitasoo Nuxalk	$11,000.00

FirstVoices Archive Training	
GITSENIMX̱	$1,500.00
Hul'q'umi'num'	$5,202.00
Wuikinuxv Kitasoo Nuxalk	$2,930.00

FirstVoices Dictionary App	
Ditidaht	$3,000.00
she shashishalhem	$3,000.00

FirstVoices Tutor Lessons	
Tsimshian	$11,000.00
Lil'wat	$11,000.00
NŁE?KEPMXCIN	$11,000.00
Secwepemctsin	$11,000.00

Tutor Lesson Upgrades	
SENĆOŦEN	$1,000.00

Tutor Lesson Upgrades	
Halq'eméylem	$7,367.76

New Audio Lesson Set (Pilot Project)	
Nuu-chah-nulth	$12,000.00
TOTAL	$199,999.76

Funding Partner: New Relationship Trust

Appendix 1

LIST OF GRANT RECIPIENTS

ABORIGINAL LANGUAGES INITIATIVE

Language Immersion

St'at'imc	$23,625.00
Nuu-chah-nulth	$42,920.00

Youth/Elders/Technology

Skwxwu7mesh Snichim	$30,000.00
Henqeminem	$36,668.00

Materials Development

Hailhzaqvla	$36,468.00
Secwepemc	$37,800.00
Tsilhqot'in	$39,716.00
Skidegate	$49,999.00
Gitsenimx	$60,785.00

Language Documentation and Archiving

Secwepemc	$46,000.00
Hul'q'umi'num	$46,882.00
SENĆOTEN	$49,376.00
Ey7a7juuthem	$49,985.00
Nisga'a (incluided materials development)	$70,738.00
Dekelth	$49,999.00

Pre-School Language Nest

Nsyilxcen	$49,999.00
TOTAL	$720,960.00

Funding Partner: Department of Canadian Heritage

B.C. LANGUAGE INITIATIVE

Language Immersion

Nsyilxcn	$15,000.00
Gitksan	$15,000.00
Nuu-chah-nulth	$15,000.00

Language Documentation

Secwepemc	$14,800.00

Language Documentation/ Materials Development

Kwak'wala	$15,000.00
St'at'imcets	$15,000.00
Dane Zaa	$15,000.00
Ktunaxa	$15,000.00
Halq'emeylem	$14,924.00
Tsilquot'in	$15,000.00

Traditional and Cultural Programming

Dakelh	$15,000.00

Materials Development

SENĆOTEN	$15,000.00
Haida	$15,000.00
TOTAL	$194,724.00

Funding Partners:	
Department of Canadian Heritage	$44,724.00
New Relationship Trust	$150,000.00

ABORIGINAL ARTS DEVELOPMENT AWARDS: INDIVIDUALS

Recipient	Project Brief	Grant	Location
Daina Ashbee	to complete 'Unrelated', a work-in-progress dance piece, into a full-length piece in 2013	$5,000.00	Nanaimo
Mariel Belanger	to be mentored in storytelling and screenwriting for the development of a manuscript	$5,000.00	Vernon
Dorcas Bell	to complete a raven's tail apron, legging, and a medicine bay (pouch)	$2,500.00	Masset
Keifer Collison	to complete a 30 day professional video editing apprenticeship and train the trainer	$3,000.00	Masset
Katherine Edgars	to start a raven's rail robe, apron, and leggings	$2,500.00	Masset
Tammy Lynne Elder	to complete an Aboriginal historical documentary of unheard stories	$5,000.00	Surrey
Kelly Foxcroft-Poirier	to create a 'hupakwanum' (Chief's treasure box) to support traditional governance	$5,000.00	Port Alberni
Pamela Gabriel	to work with an Elder in the traditional art form of tule mats and produce work for a solo exhibition	$5,000.00	Penticton
Nadine Gagne	to finish recording and producing her second Cree/Aboriginal contemporary children's CD	$5,000.00	Peachland
Morgan Green	to advance Northwest Coast art and culture through technical training in stone setting	$5,000.00	Vancouver
Trevor Cole Hunt	to mentor with Richard Hunt to develop new skills for engraving precious metals	$5,000.00	Port Hardy
Troy D. Hunter	to complete a historical book covering Aboriginal history, colonization and discrimination	$2,510.00	Cranbrook
Patrick Leach	to create a life size sculpture of a fisher from St'at'imc Territory and incorporate pottery	$2,450.00	Delta
Rodney M. Loonskin	to mentor under master sculptor Nathan Scott and learn how to create bronze work	$4,900.00	Victoria
Jasmine Netsena	to record a full length debut album "Take you with me" to be produced by Steve Dawson	$5,000.00	Fort Nelson
Adam Olsen	to create two pieces of contemporary Salish knitting for the Ethnographic Terminalia Exhibition	$4,790.00	Saanich
Kelvin Robinson	to create an ancient ancestor mask called 'Yakwiimit'	$4,000.00	Nanaimo
Tamara Skubovius	to complete a series of Tahltan hats: traditional, interpretations and contemporary re-mixes	$5,000.00	Vancouver
Jeska Slater	to receive training from Dariusz Babel and to complete portraits, paint drums and beadwork	$3,000.00	Maple Ridge
Quanah Style	to record and release a solo project and tour	$4,000.00	Vancouver
Omineca Thomas	to develop her own native arts and crafts workshop and display station	$3,000.00	Fort St. James
Olivia Wade	to write, record and produce an album to showcase the artist's training and experiences	$4,350.00	Victoria
Robert White	to use traditional designs and experimental techniques in Lino Block and Repousse	$4,000.00	Prince Rupert
Kirsten Mary Wood	to juxtapose Cree round dance music with contemporary choral music	$5,000.00	Vancouver
TOTAL		$100,000.00	

Funding Partner: BC Arts Council

Appendix 1

LIST OF GRANT RECIPIENTS

ABORIGINAL ARTS DEVELOPMENT AWARDS: SHARING TRADITIONAL ARTS ACROSS GENERATIONS

Recipient	Project Brief	Grant	Location
Ernest Alfred	to mentor and teach students traditional songs that belong to the Tsek'a (red cedar bark) ceremonies	$7,500.00	Alert Bay
Haida Heritage & Repatriation Society	to mentor and collaborate 40 Haida artists, Elders and youth to create a radio drama CD and booklet of stories	$10,000.00	Masset
Joy Joseph-McCullough	to mentor youth apprentices and create a Coast Salish weaving for a permanent display in the community centre	$12,000.00	Squamish
Kaykaitkw Hall	to study and revitalize traditional Syilx (Okanagan) dancing	$12,000.00	Oliver
Klahoose First Nations	to provide a cultural program and basket weaving workshops for the Klahoose First Nation	$10,900.00	Klahoose
Rodney Sayers	to locate, document and publish artworks of the late Nelson Joseph and create an exhibition	$12,000.00	Port Alberni
Secwepemc Child and Family Services Agency	to provide opportunities for children and parents/ caregivers to experience and learn traditional language, art and storytelling	$12,000.00	Kamloops
Siyamin Stamsh Canoe Family	to apprentice and mentor traditional Squamish art through the revitalization of traditional canoe building	$12,000.00	Squamish
Tluu Xaada Naay Society	to mentor several apprentices in the carving of new ceremonial masks and to bring the masks to life through a performance	$12,000.00	Masset
Ucwalmicw Centre Society	to explore revitalization of traditional stories, dance, music and cultural skills fused with contemporary performance themes	$9,500.00	Lillooet
Una Ann Moyer	to offer a series of workshops by successful Aboriginal leaders, artists and performers in the Musqueam community	$11,000.00	Musqueam
Youth Helping Youth Mentorship Program	to rejuvenate the traditional artistic practice of traditional cedar-weaving through the transference of knowledge between Elders and youth	$10,000.00	Hazelton
TOTAL		$130,900.00	
Funding Partners:			
BC Arts Council		$55,900.00	
New Relationship Trust		$75,000.00	

ABORIGINAL ARTS DEVELOPMENT AWARDS: ORGANIZATIONS AND GROUPS

Recipient	Project Brief	Grant	Location
Arbor Collective	to build organizational capacity and autonomy, mentor collective members, while continuing to deliver programming	$22,000.00	Kamloops
BC Association of Aboriginal Friendship Centres	to showcase the current challenges and successes of Urban Aboriginal Youth living in B.C. through photography	$5,000.00	Victoria
Carving on the Edge Festival Society	to have Aboriginal artists participate in an emerging annual carving festival	$10,000.00	Tofino
East Vancouver Kwakwaka'wakw Cultural Group	to offer a series of 25 carving and cedar bark classes for urban Kwakwaka'wakw and other Aboriginal community members	$10,000.00	Vancouver
Gitwangak Education Society	to start an arts training program and cultural organization	$22,000.00	Kitwanga
Raven Theatre Company	to build capacity by partnering with Firehall Arts Centre and Western Canada Theatre to produce "Children of God"	$25,000.00	Vancouver
Red Diva Projects	to build organizational and infrastructure capacity for the touring and dissemination of Red Diva's creative works	$20,000.00	Vancouver
Stein Valley Nlakapamux School Society	to get SVNS students to film interviews and document Nlakapamux art such as basket making workshops, soapstone carving and storytelling	$12,000.00	Lytton
T'Sou-ke Arts Group	to establish an Arts Centre that supports First Nations artists and provides training, mentoring and workshops	$23,100.00	Sooke
Tsawout First Nation	to engage local artists in developing capacity to include Tsawout art and heritage in community planning, and to mentor youth artists during the creation of two house posts	$20,000.00	Saanichton
Upper St'at'imc Language, Culture, and Education Society	to conduct a culture needs assessment to determine cultural knowledge and skills needed to produce authentic artwork	$25,000.00	Lillooet
TOTAL		$194,100.00	

Funding Partner:

BC Arts Council

Appendix 1

LIST OF GRANT RECIPIENTS

ABORIGINAL ARTS DEVELOPMENT AWARDS: ARTS ADMINISTRATOR INTERNSHIPS

Intern and Organization		Grant	Location
Kwiaahwah Jones with Bill Reid Gallery of Northwest Coast Art	mentorship for arts and gallery administration, governance, partnerships and public programming with mentor Mike Robinson and other gallery staff	$28,000.00	Vancouver
Candace Weir with Old Masset Village Council and Haida Heritage & Repatriation Society	internship in arts and cultural management with various mentors, and Haida traditional concepts of management and organizing with Elders	$28,000.00	Masset
Jeanette Kotowich with Raven Spirit Dance	internship and training in arts management and administration with mentors Michelle Olson, Janice Beley and Starr Maranko	$28,000.00	Vancouver
Marika Swan with Carving on the Edge Society	internship in arts management, leadership and partnerships development, under the guidance of mentor Norma Dryden	$23,000.00	Tofino
Kwasuun Sarah Vedan with Full Circle First Nations Performance Society	internship in arts management through working side-by-side with Margo Kane, Tanja Dixon-Warren and various other mentors	$23,000.00	Vancouver
Total		$130,000.00	
Funding Partners:			
BC Arts Council		$60,000.00	
New Relationship Trust		$70,000.00	

Appendix 2

CULTURAL INSTITUTE

FUTURE VISION FOR THE ORGANIZATION

Establishment of a First Peoples' Cultural Institute

Even with the economic uncertainty we are now facing, we are determined to realize our vision for a centre that will continue to raise the profile of First Nations arts, languages and cultures in British Columbia.

The First Peoples' Board of Directors envisions the First Peoples' Cultural Institute as B.C.'s version of the Smithsonian Institute—a First Nations-run centre that attracts positive attention from around the world for the government of B.C. and its policies of reconciliation. However, it would be unique in that it would not be a museum in the traditional sense, but a demonstration of living First Nations cultures. This vision for the future clearly ties together all of the goals that have been outlined in this Annual Report.

The Institute would house FPCC in a new space that would include an art gallery, recording facilities, offices and working space for learning and passing on cultural knowledge—an incubator for cultural expression and the development of cultural experts, and an international showcase of B.C. First Nations cultures. It would also expand and enhance the arts, culture and language programming of the Council to fulfill its complete mandate.

While the Institute would serve First Nations communities, cultural centres, Elders and artists, it would also importantly provide opportunities for First Nations youth to forge deeper connections with their heritage, arts, language and culture. This is key to the survival of First Nation's cultural and linguistic practices in B.C.

In order to achieve this important vision, FPCC needs to build capacity within the current organization. Institutions such as the Royal B.C. Museum and the Museum of Anthropology are able to raise millions of dollars from public and private sources because they have infrastructure in place. In fiscal 2012/13, we announced that we will be partnering with the Royal BC Museum on a First Nations Languages Exhibition, which will launch at the museum on February 21, 2014, International Mother Languages Day. This project will demonstrate FPCC expertise to funders and partners and will strengthen our ability to fulfill our full mandate and deliver even more successful programming as legislated by the government of B.C. for all First Nations in the province.

Appendix 3

ABORIGINAL LANGUAGES IN B.C.

Family Subfamily	Language Group Name[1]	Other Language Names[2]
ALGIC ALGONQUIAN	Anishnaubemowin	Saulteau, Plains Ojibway, Ojibway
ALGIC ALGONQUIAN	ᓀᐦᐃᔭᐘᐏᓂᐣ (Nēhiyawēwin)	Cree
ATHABASKAN-EYAK-TLINGIT[3] DENE (ATHABASKAN	Dakelh (CBᖬ)	Carrier, les Porteurs, Takulie, Takelne, Dakelhne
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Dane-Zaa (Cъ b)	Beaver Dunne-za danneza Dane-zaa Zâágé?
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Danezāgé'	Kaska Kaska Dena
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Dene K'e	Dene Dene Tha' Acha'otinne
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Nedut'en / Wet'suwet'en	Babine Lake Babine, Nadot'en Nedut'en Nat'oot'en Wet'suwet'en Babine Witsuwit'en Bulkley Valley/Lakes District Language
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tāłtān	Tahltan Nahanni
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tse'khene	Sekani Tsek'ehne Tsek'hene tθek'ehne
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tsilhqot'in	Chilcotin Tzilkotin
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tutchone (Southern)	Tutchone
ATHABASKAN-EYAK-TLINGIT TLINGIT	Łingit	Inland Tlingit
KTUNAXA	Ktunaxa	Kootenay Kootenai
SALISHAN COAST SALISH	Éy7á7juuthem	Mainland Comox Comox Sliammon
SALISHAN COAST SALISH	Hul'q'umi'num' / Halq'eméylem / hən̓q̓əmin̓əm	Hul'q'umi'num' Halq'eméylem hən̓q̓əmin̓əm Halkomelem
SALISHAN COAST SALISH	SENĆOŦEN / Malchosen / Lekwungen / Semiahmoo / T'Sou-ke	Northern Straits Salish
SALISHAN COAST SALISH	She shashishalhem	Sechelt sháshishálem
SALISHAN COAST SALISH	Sḵwx̱wú7mesh sníchim	Squamish
SALISHAN INTERIOR SALISH	Nłeʔkepmxcín	Thompson Nlaka'pamux Nlha7kápmx

Appendix 3

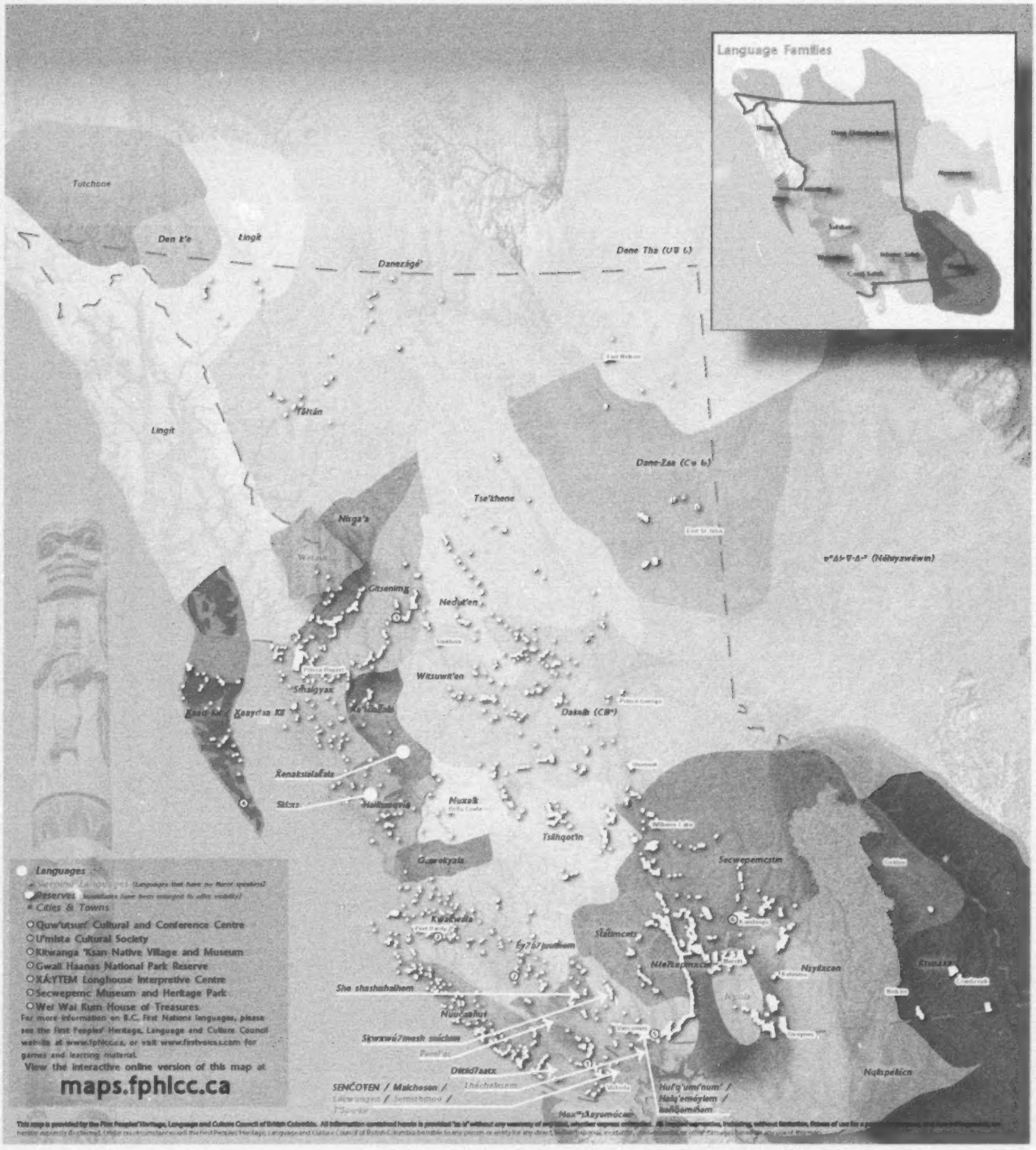
ABORIGINAL LANGUAGES IN B.C. (CON'T)

Family Subfamily	Language Group Name[1]	Other Language Names[2]
SALISHAN INTERIOR SALISH	Nsyilxcən	Okanagan
SALISHAN INTERIOR SALISH	Secwepemctsin	Shuswap Secwepemc
SALISHAN INTERIOR SALISH	Stáłímcets	Stáłímc Lillooet Statimc Stl'atl'imx Stl'atl'imc Sƛʼaƛʼimxəc Stlatliumh Slatlemuk
SALISHAN NUXALK	Nuxalk	Bella Coola Nass
TSIMSHIANIC	Gitsenimx̱	Gitsanimx Gitxsan Gitxsen Gitksan Hazelton
TSIMSHIANIC	Nisg̱a'a	Nisga'a Nishga Niska' Nisk'a'
TSIMSHIANIC	Skiːxs	Klerntu Southern Tsimshian
TSIMSHIANIC	Sm̓algyax	Coast Tsimshian Tsimshian
WAKASHAN	Diitiid?aatx̱	Ditidaht Nitinat
WAKASHAN	Hailhzaqvla	Heiltsuk Bella Bella Heiltsuk-Oweek'ala
WAKASHAN	Kwak̓wala	Kwakwaka'wakw Kwakiutl
WAKASHAN	Nuučaaṋuɬ	Nuu-chah-nulth Nootka[4] Nootkans West Coast Aht
WAKASHAN	Oowekyala	Oowekeno Oweek'ala Heiltsuk-Oweek'ala
WAKASHAN	Xenaksialak̓ala / Xaʷisalak̓ala	Kitimat Kitlope Northern Kwakiutl
XAAD KIL	X̱aad Kil / X̱aaydaa Kil (Haida)	Haida

1 The "Language Names" are those used on First Peoples' Language Map of British Columbia and were compiled in consultation with First Nations communities in B.C.
2 The "Other Language Names" are as listed on First Peoples' Language Map of British Columbia. Some of these names may no longer be in use, and may not be deemed acceptable by the relevant community.
3 The Athabaskan-Eyak-Tlingit family is part of the larger Dené-Yeneseian language family.
4 This is an outdated term for Nuučaaṋuɬ (Nuu-chah-nulth) that some Nuučaaṋuɬ people consider derogatory.

Appendix 4

FIRST PEOPLES' LANGUAGE MAP OF B.C.



FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

FINANCIAL STATEMENTS

Year Ended March 31, 2013

CONTENTS

	Page
Management's Report	1
Auditors' Report	2
Financial Statements	
Statement of Financial Position	3
Statement of Operations	4
Statement of Change in Net Financial Assets	5
Statement of Cash Flow	6
Notes to Financial Statements	7 - 10
Other Schedules (Unaudited)	
Schedule of Grant Revenue	11
Schedule of Operations by Program	12

First Peoples' Heritage,
Language & Culture Council

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Management's Report

Management's Responsibility for the Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Board. The Board reviews internal financial statements on a monthly basis and external audited financial statements yearly.

The external auditors, COWLAND PATERSON & CO., conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of First Peoples' Heritage, Language and Culture Council and meet when required.

On behalf of First Peoples' Heritage, Language and Culture Council

T Herbert

Tracey Herbert
Executive Director

May 17, 2013

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Independent Auditors' Report

To the Minister of Aboriginal Relations and Reconciliation, Province of British Columbia
To the Members of the Board of First Peoples' Heritage, Language and Culture Council

We have audited the accompanying financial statements of First Peoples' Heritage, Language and Culture Council, which comprise the statement of financial position as at March 31, 2013, and the statements of operations, changes in net financial assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory notes and information.

Management's Responsibilities for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making these risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2013 and the results of its operations, changes in net financial assets and. statement of cash flow for the year then ended in accordance with Canadian generally accepted accounting principles.

Cowland Paterson + Co.

Sidney, B.C.
May 13, 2013

Professional Accountants

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Financial Position

as of March 31, 2013

(In Thousands of Dollars)

	2013	2012
Financial Assets		
Cash and Banks	673	292
Accounts Receivable	149	132
HST Receivable	37	35
Due from Government	265	154
Loans Receivable	-	100
	1,124	713
Liabilities		
Accounts Payable	417	352
Deferred Contributions (Note 5)	356	33
Total Liabilities	773	385
Net Financial Assets	351	328
Non-Financial Assets		
Tangible Capital Assets (Note 4)	28	51
Prepaid Expenses	5	5
Total Non-Financial Assets	33	56
Accumulated Surplus	384	384

Approved by The Board:

Director

Director

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Operations

Year Ended March 31, 2013

(In Thousands of Dollars)

	Budget	2013	2012
Revenue			
Grants	3,233	3,882	4,020
Interest and other	99	95	38
Administration fees	47	54	47
Deferred Revenue	-	(323)	(7)
Total Revenue	3,379	3,708	4,098
Expenditures			
Arts Programs	713	718	693
First Voices Programs	439	419	479
Language Programs	1,609	1,786	2,167
Operating expenses	578	746	721
Amortization	40	39	38
Total Expenditures	3,379	3,708	4,098
Annual Surplus (Deficit)	-	-	-
Accumulated surplus at beginning of year	384	384	384
Accumulated surplus at end of year	384	384	384

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Changes in Net Financial Assets

Year Ended March 31, 2013

(In Thousands of Dollars)

	Budget	2013	2012
Annual Surplus	-	-	-
Acquisition of tangible capital assets	(15)	(16)	(10)
Amortization of tangible capital assets	40	39	38
	25	23	28
Acquisition of prepaid expense	-	-	(2)
Increase in net financial assets	25	23	26
Net financial assets at beginning of year	328	328	302
Net financial assets at end of year	353	351	328

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Cash Flow

Year Ended March 31, 2013

(In Thousands of Dollars)

	2013	2012
Cash flows from operating activities		
Cash received from:		
BC Arts Council	505	480
BC Ministry of Aboriginal Relations & Reconciliation	1,051	1,451
Canada Council of the Arts	4	30
Department of Canadian Heritage	807	822
First Peoples' Cultural Foundation	230	237
Geospatial	81	-
Google Inc.	135	-
Margaret A. Cargill Foundation	250	-
New Relationship Trust Corporation	797	1,000
University of Victoria	18	-
Administration fees	54	46
Interest Income and other miscellaneous receipts	99	38
Net change in non-cash item - deferred contributions	(323)	(7)
	3,708	4,097
Cash used for grants and awards	(2,278)	(2,537)
Cash used for salaries and benefits	(795)	(918)
Cash used for materials and services	(338)	(770)
	(3,411)	(4,225)
	297	(128)
Cash flows from financing activities		
Repayments (Advances) to First Peoples' Cultural Foundation	100	(100)
Cash flows from investing activities		
Purchase of capital assets	(16)	(10)
Increase (Decrease) in cash	381	(238)
Cash, beginning of year	292	530
Cash, end of year	673	292

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2013

1. PURPOSE OF THE ORGANIZATION

The First Peoples' Heritage, Language and Culture Council ("the Council") is a Crown Corporation, established under the First Peoples' Heritage, Language and Culture Act and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language, and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Conversion to Public Sector Accounting Standards
Commencing with the 2011/2012 fiscal year, First Peoples' Heritage, Language & Culture Council has adopted Canadian public sector accounting standards.

(b) Amortization
Rates and bases of amortization applied to write off the cost less estimated salvage value of capital assets over their estimated lives are as follows:

Leasehold improvements	7 years, straight-line
Furniture and equipment	5 years, straight-line
Computers	3 years, straight-line
Computer software	3 years, straight-line

No amortization has been taken on the Art Collection.

(c) Revenue Recognition
The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(d) Donated Services and Materials
Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

(e) Use of Estimates

In preparing the Council's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the period. Actual results could differ from these estimates.

(f) Financial Instruments

The Council's financial instruments consist of cash, receivables, payables and accruals. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

3. RELATED PARTY TRANSACTIONS

The Council's directors are appointed by the Minister of Aboriginal Relations and Reconciliation from the Advisory Committee which has tribal council representatives from First Nations across the province of British Columbia. It is, therefore, inevitable that there will be grants made to a community within a tribal council that a Council member represents. A standard application and peer review process ensuring that there is not a conflict of interest is followed in all cases to determine which communities are awarded grants.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

4. CAPITAL ASSETS

(in Thousands of Dollars)

	Cost	Accumulated Amortization	2013 Net	2012 Net
Art Collection	13	-	13	13
Computer equipment	221	210	11	11
Furniture and equipment	83	81	2	3
Leasehold improvements	167	167	-	24
Software	48	46	2	-
	532	504	28	51

5. DEFERRED CONTRIBUTIONS

The Council has continuing programs at March 31, 2013. Contributions are recognized as revenue in the fiscal year the related expenses are incurred or services are performed. Contributions have been deferred as follows:

(in Thousands of Dollars)

	2013	2012
BC Arts Council	25	-
Canada Council for the Arts	9	33
Fort Good Hope	14	-
Google Inc.	61	-
New Relationship Trust Corporation	10	-
Margaret A. Cargill Foundation	235	-
University of Victoria	2	-
	356	33

6. CAPITAL STOCK

The capital of the Council is one share with a par value of $100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

7. EMPLOYEE PENSION PLAN

The Council and its employees contribute to the Public Service Plan. The Plan is a multi-employer defined benefit plan. The British Columbia Pension Corporation administers the Plan, including the payment of pension benefits on behalf of employers and employees in accordance with the Public Sector Pension Plans Act.

The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions.

8. COMMITMENTS

Effective February 14, 2007, the Council entered into a seven year lease agreement expiring on February 14, 2014 for its premises. Minimum rent payable for the next year is as follows:

	(in Thousands of Dollars)
2014	42

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Grant Revenue (Unaudited)

Year Ended March 31, 2013

(In Thousands of Dollars)

	Budget	2013	2012
Revenue			
BC Arts Council	480	505	480
BC Ministry of Aboriginal Relations & Reconciliation	1,051	1,051	1,451
Canada Council for the Arts	30	4	30
Department of Canadian Heritage	822	807	822
First Peoples' Cultural Foundation	100	230	237
Geospatial	-	81	-
Google Inc	-	135	-
Margaret A. Cargill Foundation	-	250	-
New Relationship Trust Corporation	750	797	1,000
University of Victoria	-	18	-
Other	-	4	-
Total Revenue	3,233	3,882	4,020

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Operations by Program (Unaudited) in Dollars

Year Ended March 31, 2013

	Administration	Arts Program	First Voices	Language Program	Total
Revenue					
Canada Council for the Arts	-	4,000	-	-	4,000
DCH	-	-	-	806,569	806,569
Prior year grant returned	4,299	-	-	-	4,299
BC Arts Council	-	505,000	-	-	505,000
MARR	507,017	48,803	158,546	336,886	1,051,252
FPCF	(60)	-	(10,000)	239,621	229,561
New Relationship Trust	-	150,000	200,000	447,263	797,263
Google Inc	135,000	-	-	-	135,000
University of Victoria	18,000	-	-	-	18,000
Geospatial Revenue	81,498	-	-	-	81,498
Margaret A. Cargill Foundation	-	250,236	-	-	250,236
	745,754	958,039	348,546	1,830,339	3,882,678
Revenue - Other					
Interest and other	46,314	-	41,464	7,000	94,778
Administration fees	53,700	-	-	-	53,700
Deferred Revenue	(62,660)	(235,862)	(14,160)	(10,169)	(322,851)
	37,354	(235,862)	27,304	(3,169)	(174,373)
Total Revenue	783,108	722,177	375,850	1,827,170	3,708,305
Expenditures					
Grants	22,738	555,000	200,000	1,497,807	2,275,545
Bank charges	1,001	-	-	-	1,001
Communications	30,342	810	-	-	31,152
Community expenses	82,322	1,509	17,450	32,150	133,431
Contractor fees	26,558	5,000	4,160	35,783	71,501
Council and advisory expenses	39,017	-	-	-	39,017
Equipment rental	9,809	-	-	-	9,809
Insurance	5,850	-	-	-	5,850
Jury / Peer Review Committee	-	12,813	2,540	4,663	20,016
Licenses and fees	11,295	-	-	-	11,295
Office	39,287	9,700	-	44,000	92,987
Professional fees	25,728	-	-	-	25,728
Protocol	12,503	-	-	-	12,503
Rent	42,000	-	-	-	42,000
Repairs and maintenance	11,776	-	-	-	11,776
Language research & development	-	-	-	30,894	30,894
Travel	41,640	8,922	3,524	1,345	55,431
Utilities	4,932	-	-	-	4,932
Wages and benefits	355,716	124,652	191,348	123,124	794,840
Total Expenditures	762,514	718,406	419,022	1,769,766	3,669,708
Excess (Deficiency) of Revenue over Expenditure before amortization	20,594	3,771	(43,172)	57,404	38,597
Amortization	38,597	-	-	-	38,597
Excess (Deficiency) of Revenue over Expenditures	(18,003)	3,771	(43,172)	57,404	-

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' CULTURAL COUNCIL

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